Making the Vision a Reality: A Workbook for Saskatchewan's Disability Action Plan

Saskatchewan Council on Disability Issues
April 2000

Available in Alternate Formats Upon Request
Please Call Toll Free 1-877-915-7468

101-06650/

TABLE OF CONTENTS

INTRODUCTION 1

COMMUNITY FORUMS 3
- Dates and Locations 5

PART ONE – VISION, VALUES AND GOALS FOR THE DISABILITY ACTION PLAN 7
- Vision 7
- Values 8
- Goals 9
- Question 9

PART TWO – PRIORITIES, OUTCOMES, CURRENT INITIATIVES AND FUTURE ACTIONS 11

- Key Priorities 11

- Citizenship 12
  - Outcomes 12
  - Examples of Current Initiatives 12
  - Future Actions 13
  - Questions 13

Disability Supports 14
- Outcomes 14
- Examples of Current Initiatives 15
- Future Actions 16
- Questions 17

Education and Employment 18
- Outcomes 18
- Examples of Current Initiatives 18
- Future Actions 19
- Questions 19

Income 20
- Outcomes 20
- Examples of Current Initiatives 20
- Future Actions 21
- Questions 21

CONCLUSION 23

COMMUNITY FORUM QUESTIONS 25-27

WE WANT TO HEAR FROM CHILDREN AND YOUTH, TOO! 29

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INTRODUCTION

In January 1998, after consultation with the disability community, the Government of Saskatchewan announced the creation of a provincial disability strategy. The centrepiece of the strategy is the development of Saskatchewan's Disability Action Plan in collaboration with the disability community.

The Saskatchewan Council on Disability Issues was created to provide direction in the development of the Disability Action Plan. The council is a fifteen-member committee made up of individuals with disabilities, parents, service providers and volunteers appointed by the Minister Responsible for Disability Issues.

Council members have prepared *Making the Vision a Reality: A Workbook for Saskatchewan's Disability Action Plan*, which identifies a proposed direction for Saskatchewan. The council wishes to discuss this with you to ensure that the proposed direction for Saskatchewan's Disability Action Plan reflects the needs and desires of the disability community at large.

This workbook was designed to ensure that your thoughts and ideas help to shape the direction of Saskatchewan's Disability Action Plan. The workbook has been organized so that you may keep the information for future reference once you have given your response. You are encouraged to make copies and share the document with anyone who has an interest in disability issues.

The workbook contains a vision statement and proposed values, goals, priorities, outcomes and future actions for Saskatchewan's Disability Action Plan. As a starting point, the council has referred to a number of documents and resources including, *In Unison: A Canadian Approach to Disability Issues* and *One Voice: The Perspective of Aboriginal People with Disabilities*.

The workbook is divided into two parts:

- **Part One** presents the proposed vision statement, values and goals for the Disability Action Plan. You are invited to comment on them.
- **Part Two**, the main body of the workbook, identifies the priorities, outcomes, current initiatives and ideas for future actions. After each area you are asked three questions.

Your comments are important. Please review the document, reflect on the questions and forward your comments, with your name and address to the council before **July 31, 2000**. There are a number of ways that you may do this. You may:

- Mail, fax or e-mail your responses with your name and address directly to the Office of Disability Issues at the address given below; or
- Communicate your comments through the toll-free number (1-877-915-7468); and/or
- Attend one of the community forums in your area. Please refer to page 5 for the list of dates and locations. **You will need to contact the Office of Disability Issues ahead of time to let them know you are attending.**

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A summary of community responses will be sent to all participants in the fall of 2000.

COMMUNITY FORUMS

In May and June 2000, a series of community forums will be held across Saskatchewan in rural and urban settings and in the North. Efforts are being made to ensure that as many people with disabilities as possible, including children and youth, and Aboriginal and Métis people are able to attend the community forums.

The voices of children and youth are an important part of Saskatchewan's Disability Action Plan. A children and youth consultation process will take place at the same time as the consultations for the adults. For further information, please refer to pages 29-31.

A list of dates and locations is provided on page 5. For further information about the forums, please contact the Saskatchewan Office of Disability Issues at our toll-free number: **1-877-915-7468**.

Please let us know if you require any disability-related accommodations in order to attend a forum. We will gladly make the arrangements. **We would request that you give us seven days notice to ensure that your disability accommodations can be arranged.**

Anyone who is unable to attend a Community Forum and who would like to respond to the workbook may obtain a copy by contacting the Office of Disability Issues. Please note that alternate formats of the workbook are available upon request to the Office.

The workbook is also available on the Website:
www.gov.sk.ca/govt/socserv (click on "Programs and Services" to find the Office of Disability Issues).

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Disability Action Plan Community Forums Schedule

LOCATION	DATES	SITE
Moose Jaw	**May 9** 7-9 pm	**SIAST, Palliser Campus** **Macoun Lounge** **600 Saskatchewan Street W.**
Estevan	**May 11** 7-9 pm	**Nicholson Centre** **Souris Valley Aquatics & Leisure Ctr.** **701 Souris Avenue**
Regina	**May 12** 2-4 pm;7-9 pm **June 14** 9:30-11:30 am 2-4 pm;7-9 pm **June 22** 2-4 pm;7-9 pm	**City Hall Forum** **2476 Victoria Avenue**
Saskatoon	**May 15** 2- 4 pm **May 16** 2-4 pm;7-9 pm **May 17** 9:30-11:30 am **June 19** 2-4 pm;7-9 pm **June 20** 9:30-11:30 am 7-9 pm	**CNIB Auditorium** **1705 McKercher Drive**
Melfort	**May 23** 7-9 pm	**Northeast Leisure Centre** **206 Bemister Avenue E.**
Prince Albert	**May 24** 7-9 pm	**Marlboro Inn** **67 - 13th Street E.**
North Battleford	**May 25** 7-9 pm	**St. Joseph's Church** **1942 - 98th Street**
LaRonge & the North	**May 27-31** Times TBA	**TBA**
Wilkie	**May 29** 7-9 pm	**McLurg High School**
Swift Current	**June 6** 7-9 pm	**Cypress Hills Regional College** **Gymnasium** **129 - 2nd Avenue N.E.**
Yorkton	**June 8** 7-9 pm	**St. Michael's Elementary School** **Darlington East**

NOTES

PART ONE – VISION, VALUES AND GOALS FOR SASKATCHEWAN'S DISABILITY ACTION PLAN

Part One outlines the proposed vision, values, and goals for the Disability Action Plan developed by the Saskatchewan Council on Disability Issues.

VISION

Our society recognizes the needs and aspirations of its citizens and generates opportunities for individuals with disabilities to achieve full and equal participation.

The vision statement *describes the ideal state or the end point to which the action plan is directed. It describes the long-range view.*

VALUES

Rights and Responsibilities - Individuals with disabilities have the same rights and the same responsibilities as all Canadians.

Respect and Dignity - Individuals with disabilities have inherent worth.

Citizenship - Individuals with disabilities are participating citizens who make valuable contributions to their communities.

Inclusion - Individuals with disabilities have the right to participate without discrimination in the social, economic, and cultural life of society and have the right to accommodation in accordance with the *Canadian Charter of Rights and Freedoms* and human rights legislation.

Self-determination - Individuals with disabilities have the right to equal participation in decisions that affect their well being and the well being of their communities.

Autonomy - Individuals with disabilities have the right to direct their lives and the right to risk.

Diversity and Culture - Individuals with disabilities reflect a rich diversity of abilities, cultures, gender and age.

Safety and Security - Individuals with disabilities have the right to safety and security and to lives free from violence and victimization.

Values *guide and inform our actions.*

GOALS

- **Inclusion -** the removal of attitudinal and systemic barriers, and disincentives that impede the full participation of individuals with disabilities in the social, economic and cultural life of Saskatchewan.

- **Participation -** the active and full participation of individuals with disabilities and the disability community in the review and development of programs, policies and legislation that affect them.

- **Programs and Services Based on Need -** the achievement of a comprehensive and integrated array of public policies, programs and services for individuals with disabilities that are timely, sensitive and responsive to individual need and that recognize the additional costs of disability.

***Goals** state the major aims or purposes of the action plan. They serve as the building blocks for the achievement of the vision.*

YOUR IDEAS

What are your thoughts around the vision, values and goals?

NOTES

PART TWO - PRIORITIES, OUTCOMES, CURRENT INITIATIVES AND FUTURE ACTIONS

KEY PRIORITIES

The council has identified four common areas of priority to be addressed by Saskatchewan's Disability Action Plan:

Citizenship

Disability Supports

Education and Employment

Income

While these priorities are presented separately, they are interrelated. For example, disability supports are needed so that individuals with disabilities can actively participate in employment and educational opportunities.

CITIZENSHIP

Citizenship refers to the full inclusion of individuals with disabilities. To achieve full inclusion, issues such as disability awareness, informed decision-making, and the elimination of violence and abuse must be addressed.

OUTCOMES

***Outcomes** identify the specific results or benefits that we would like to see for individuals with disabilities and their families.*

Governments, Communities and Individuals:

- understand and consider disability issues.

Individuals with Disabilities:

- live in the community with the supports they require;
- are safe and secure in their communities and are free from abuse and neglect;
- have the opportunity to contribute to society by using their talents and abilities; and
- have meaningful communication and access to different ways of communicating.

Individuals with Disabilities and their Families:

- understand and exercise their rights and responsibilities; and
- have access to a range of decision-making supports that respond to individual needs.

EXAMPLES OF CURRENT INITIATIVES

- Development of a Disability Inclusion Lens to assess the impact of government services, policies and legislation on persons with disabilities.
- Development of a new *Adult Guardianship and Co-decision-making Act* to replace *The Dependent Adults Act*.
- Community-based development and implementation of a supported decision-making training manual.

CITIZENSHIP

FUTURE ACTIONS

- Evaluate the effectiveness of the Disability Inclusion Lens.
- Develop an educational strategy for government managers regarding the duty to accommodate persons with disabilities.
- Review and follow-up on the recommendations of the Steering Committee on Abuse of Adults in Vulnerable Circumstances.
- Develop a communication and education strategy to promote a positive image of persons with disabilities.
- Initiate discussion on entitlement to services and explore options.
- Encourage partnerships between individuals with disabilities and their parents, and organizations providing leisure and recreation programs to ensure the participation of individuals with disabilities in community programs.

YOUR IDEAS

From your experience:

- **What works?**
- **What isn't working?**
- **What are your suggestions?**

DISABILITY SUPPORTS

Disability Supports refers to the goods, services and supports that individuals with disabilities and their families require. Disability supports may include attendant care services, technical and mobility aids, transportation, accessible housing, supported education and employment.

OUTCOMES

Individuals with Disabilities:

- determine their own needs and control their own disability supports;
- have supports that recognize changing needs throughout their life-span;
- have access to a range of public transportation options that are physically accessible, affordable and readily available;
- have a range of housing options that are affordable and accessible, and that maximize independence and opportunities to live in the community of their choice.

Children, Adults and Older Adults with Disabilities and/or their Families:

- have access to supports based on individual and family needs;
- have the option to control disability supports; and
- are partners with professionals.

DISABILITY SUPPORTS

EXAMPLES OF CURRENT INITIATIVES

- Government and community discussions regarding the development of a self-managed care pilot project.
- Review and development of options to improve the Saskatchewan Aids to Independent Living (SAIL) program.
- Development of recommendations to address issues relating to autism and other significant, high need disabilities. This work will assist in developing a broader strategy regarding family and individual supports for people with significant, high need disabilities.
- Rehabilitation Framework developed by the Department of Health.
- Accessible social housing.
- Saskatchewan Assisted Living Services (SALS), a community-based service option for tenants of senior social housing who require a combination of shelter and supportive services to maintain independence.
- Special needs transportation programs in 79 communities.
- Supports for persons with acquired brain injury through the Acquired Brain Injury Partnership Project.

DISABILITY SUPPORTS

FUTURE ACTIONS

- Implement a self-managed care pilot project.
- Implement a broad consultation on options for the Saskatchewan Aids to Independent Living program that would include persons with disabilities and disability organizations and agencies. Explore jurisdictional issues between SAIL and federal programs such as Indian Health Services and Veterans Affairs.
- Development of a continuum of home care options that provide a flexible, effective system of home health care and home support services to persons with disabilities and their families.
- Develop a new option that allows family care providers greater choice and control in the provision of home care to persons with disabilities, including supports for the family care provider.
- Enhance and coordinate rehabilitation services to ensure continuation of adequate, ongoing and follow-up therapeutic and educational services for persons with disabilities throughout their life span.
- Expansion of family managed respite programs.
- Increase the availability of diagnostic services to ensure early diagnosis of disability.
- Review and update building codes to reflect universal design concepts.
- Increase the availability of housing options that meet the needs of people with disabilities.
- Increase the availability and accessibility of special needs transportation services.

YOUR IDEAS

From your experience:

- **What works?**
- **What isn't working?**
- **What are your suggestions?**

EDUCATION AND EMPLOYMENT

Education and Employment refers to access to education, training and employment opportunities that support the increased participation of persons with disabilities.

OUTCOMES

Individuals with Disabilities:

- have the skills, knowledge and supports to obtain and maintain employment;
- represent at least 9.7% of the working-age provincial workforce (including individuals with intellectual disabilities, mental health issues and learning disabilities); and
- beginning at birth, have access to barrier-free lifelong learning opportunities.

EXAMPLES OF CURRENT INITIATIVES

- Development of a multi-year strategy for the Employability Assistance For Persons with Disability (EAPD) agreement.
- Public Service Commission Employment Equity Plan.
- The Special Education Review.
- Pre-kindergarten programs in community schools.

EDUCATION AND EMPLOYMENT

FUTURE ACTIONS

- Develop an employment strategy for persons with disabilities. The strategy would explore a range of options including, job carving, mentorship, work place supports, transitions, job accommodations, entrepreneurship, incentives for employers and sensitivity training.
- Implement an employment equity strategy for individuals with disabilities based on suggestions from individuals with disabilities. Develop guidelines regarding equity within equity for individuals with disabilities.
- Review and implement the Special Education Review recommendations.
- Review and make recommendations to ensure the availability of pre-school programming for at-risk children, and early identification of learning difficulties and the provision of an appropriate level of assistance. The need for parental and caregiver support needs to be examined.

YOUR IDEAS

From your experience:

- **What works?**
- **What isn't working?**
- **What are your suggestions?**

INCOME

Income refers to financial support for individuals with disabilities. Issues such as separating disability supports from income supports must be addressed.

OUTCOMES

Individuals with Disabilities:

- access income support when temporarily or permanently unable to adequately support themselves.
- are eligible for disability supports separate from income programs.

Income Support Programs:

- encourage participation in the work force without penalty.
- recognize and provide for additional costs incurred by persons with disabilities and their families.

EXAMPLES OF CURRENT INITIATIVES

- The Benchmark Project through Community Living Division separates the cost of care from the cost of shelter for persons with disabilities residing in approved private service homes and group homes.
- Additional financial support for persons with disabilities is provided through the Saskatchewan Assistance Plan.
- A government working group of officials from Social Services and the Office of Disability Issues (ODI) is exploring income and disability support options for persons with disabilities within the context of income security redesign.

INCOME

FUTURE ACTIONS

- Establish a community and government task team to explore income and disability support options for persons with disabilities within the context of income security redesign.

YOUR IDEAS

From your experience:

- **What works?**
- **What isn't working?**
- **What are your suggestions?**

NOTES

CONCLUSION

Making the vision a reality requires collaboration and partnership among governments, communities and individuals. Part of the challenge will be to build processes so that ***all*** members of the community work together to achieve the desired outcomes for persons with disabilities and their families.

As a community, we need to seek creative and innovative ways to improve services, while recognizing the diversity of need and other challenges including resources. Much of what will be achieved will come in incremental steps, with each piece building on another.

Thank you for reviewing the material in this workbook and responding to the questions.

Saskatchewan Council on Disability Issues

NOTES

COMMUNITY FORUM QUESTIONS

VISION, VALUES AND GOALS

- **What are your thoughts around the vision, values and goals?**

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From your experience:

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NOTES

We want to hear from children and youth, too!

All children and youth whose lives are touched by a disability, or have an interest in disability issues are warmly invited to attend one of Saskatchewan's Disability Action Plan Community Forums. It is important that the voices of Saskatchewan's youngest citizens are heard and that those voices help to shape Saskatchewan's Disability Action Plan process.

In sessions separate from the adults, children will have the opportunity to take part in discussions and activities where they will describe - through words and drawings - their responses to the following questions:

(1) Whom do you know with a disability?

(2) **Vision:** What beautiful dreams do you see in your mind that would make the world a good place for you to live?

(3) **Values:** What things are important to you?

(4) **Goals:** Where do you want to live? What do you want to be?

(5) What do you think you need to get these things?

(6) How will we know if Saskatchewan is a good place to live?

All children and youth who wish to attend one of the community forums are asked to call the Saskatchewan Office of Disability Issues at our toll-free number: **1-877-915-7468.**

If any disability related accommodations are required in order to attend a forum, please let the office know at least one week in advance so that arrangements can be made.

Children and youth unable to attend one of the province-wide community forums are encouraged to respond to the questions and send in their responses. These responses may be in any form that the children wish, such as written submissions, tapes, drawings and/or videos!

Children may wish to do this on their own, within a group, and/or with someone else with whom they feel comfortable.

Please send responses before July 31, 2000 to:

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Responses may also be e-mailed to:
odi.ss@govmail.gov.sk.ca

Or visit our website at: www.gov.sk.ca/govt/socserv (click on "Programs and Services" and then scroll down to the Office of Disability Issues).